

KOEN H. HEIMERIKS

© Warwick Business School © Strategy & International Business (R. 2.119) © Scarman
Rd, CV4 7AL © © Coventry, West Midlands, U.K. © T: +44(0)24765.22.148 ©
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ACADEMIC POSITIONS

Visiting Professor @ ST. GALLEN UNIVERSITY and SAÏD Business School 2023 - 2024

WARWICK BUSINESS SCHOOL

Professor of Strategy, Chaired Professor in Strategy & International Business 2017 -

TILBURG UNIVERSITY

Full Professor of Strategy & Corporate Growth, Tias Business School, 2013-2016
Academic Director Executive MBA (2013-14) *and*
CentER Research Fellow, Tilburg School of Economics and Management

ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY

Associate Professor of Strategy & Entrepreneurship (ERIM High-Performance Member) 2011-2012
Assistant Professor of Strategy & Entrepreneurship (ERIM Member) 2007-2011

COPENHAGEN BUSINESS SCHOOL

Assistant Professor of Strategy, Center for Strategic Management & Globalization 2005-2007

Visiting Scholar @ AALTO

Strategy & Venturing Unit, Hosts: Markku Maula & Eero Vaara in 2016

Visiting Scholar @ INSEAD

Strategy Area, Host: P. Meyer-Doyle in 2015 (05-06)

Visiting Scholar @ CARNEGIE MELLON UNIVERSITY

Center of Organizational Learning, Innovation, and Knowledge, Host: L. Argote in 2008 (06)

INDUSTRY EXPERIENCE

M&A ADVISORY

Non-Executive Director @Technology company 2021-

STRATEGY WORKS

Strategy consultant 2004-2005

TWYNSTRA GUDDE

Junior Management Consultant 2000-2001

PRICEWATERHOUSECOOPERS

Summer Intern, Corporate & Operations Strategy 1999(7)

KPMG

Strategy Research Intern, Corporate Strategy 1998(7-8)

EDUCATION

EINDHOVEN UNIVERSITY OF TECHNOLOGY

Ph.D in Organization Science 2001-2005
Dissertation title: "Developing Alliance Capabilities."

MAASTRICHT UNIVERSITY

Bachelor and Master of Science (MSc) in International Business 1995-2000
Master thesis with KPMG 'Mention Cum laude'.

INTERESTS

My **research** interests relate to four core domains: (1) how firms learn to grow and scale through acquisitions, alliances, and divestitures; (2) how private equity (PE) investments matter to industry emergence and innovation, and (3) how private and corporate investments shape transformation to ESG business models, and (4) how CEO traits and C-suite characteristics impact firm growth and ESG transformation. These four domains have theoretical implications for literatures on organizational learning, dynamic capabilities, strategy process, ownership competence, and corporate governance. **Teaching** activities relate to corporate development, hyper scaling, strategy, organizational change, and growth strategies. I'm passionate about innovation in teaching to deliver impact and help develop (senior) executive talent.

PUBLICATIONS

REFEREED ARTICLES

1. Bingham C, Heimeriks KH, & Meyer-Doyle P. 2024. How firms cultivate collaboration during post-merger integration of technology acquisitions. **Strategy Science** forthcoming.
• Also published in Academy of Management Best Paper Proceedings
2. Schijven M, Heimeriks KH, Graebner M, Haspeslagh P, & Mitchell W. 2024. Thirty-three years after 'Managing Acquisitions': Reflections, insights, and research directions. **Strategic Management Review** forthcoming.
3. Maula M, Heimeriks KH, & Keil T. 2023. Organizational experience and performance: a systematic review and contingency framework. **Academy of Management Annals** 17(2): 546–585.
4. Aalbers R, McCarthy K, & Heimeriks KH. 2021. Market reactions to acquisition announcements: the importance of signaling 'why' and 'where'. **Long Range Planning** 54(6): 1–22.
5. Graebner M, & Heimeriks KH. 2019. Borrowing trouble? Effects of consultant-provided versus in-house tools on integration performance. **Academy of Management Proceedings**.
6. Graebner M, Heimeriks KH, Huy Q, & Vaara E. 2017. The process of post-merger integration: a review and agenda for future research. **Academy of Management Annals** 11(1): 1–32.
• Lead article in issue
7. Wollersheim J, & Heimeriks KH. 2016. Dynamic capabilities and their characteristic qualities: insights from a lab experiment. **Organization Science** 27(2): 233–248.
• Lead article in issue
• Also published in Academy of Management Best Paper Proceedings
8. Bingham C, Heimeriks KH, Schijven, & Gates S. 2015. Concurrent learning: how firms develop multiple dynamic capabilities in parallel. **Strategic Management Journal**, 36(12): 1802-1825.

9. Heimeriks KH, Bingham CB, & Laamanen T. 2015. Unveiling the temporally contingent role of codification in alliance success. ***Strategic Management Journal***, 36(3): 462-473.
10. Foss N, Heimeriks KH, Winter S, & Zollo M. 2012. A Hegelian dialogue on the microfoundations of organizational routines and capabilities: thesis and antithesis. ***European Management Review***, 9(4):173-197.
11. Duysters GM, Heimeriks KH, Lokshin B, Meyer E, & Sabidussi A. 2012. Alliance portfolio complexity and alliance portfolio performance: the moderating effect of alliance experience and capability. ***European Management Review***, 9(3): 139-152.
12. Heimeriks KH, Schijven M, & Gates S. 2012. Manifestations of higher-order routines: the underlying mechanisms of deliberate learning in the context of post-acquisition integration. ***Academy of Management Journal***, 55(3): 703-726.
 - Distinguished Paper Award, Nominee Glueck Award, Academy of Management
 - Also published in Academy of Management Best Paper Proceedings
13. Felin T, Foss N, Heimeriks KH, & Madsen T. 2012. Microfoundations of routines and capabilities: individuals, processes, and structure. ***Journal of Management Studies***, 49(8): 1351-1374.
14. Heimeriks KH. 2010. Confident or competent? How to avoid superstitious learning in alliance portfolios. ***Long Range Planning***, 43(1): 57-84.
15. Heimeriks KH. 2009. Superstition undermines alliances. ***Harvard Business Review***, 87(4): 20-21.
16. Heimeriks KH, Klijn E, & Reuer JJ. 2009. Building capabilities for alliance portfolios. ***Long Range Planning***, 42(1): 96-114.
17. Heimeriks KH, Gates S, & Zollo M. 2008. The secrets of successful acquisitions. ***Sloan Management Review***, Business Insight (WSJ), R9.
18. Heimeriks KH, Duysters GM, & Vanhaverbeke W. 2007. An exploratory study of learning mechanisms and differential performance effects in alliance portfolios. ***Strategic Organization***, 5(4): 373-408.
 - Winner -- Sumantra Ghoshal Research & Practice Award
 - One of the "Top 20" articles of *Strategic Organization*
19. Heimeriks KH, & Duysters GM. 2007. Alliance capability as mediator between experience and alliance performance: an empirical investigation into the alliance capability development process. ***Journal of Management Studies***, 44(1): 25-49.

CITATION COUNTS: Scholar google: 4,043 (H-index: 16).

ARTICLES SUBMITTED FOR PEER-REVIEW

1. Heimeriks KH, & Schijven M. Managing experience spillovers across corporate development capabilities. R&R at ***Strategic Management Journal***.
 - Also published in Academy of Management Best Paper Proceedings
2. Röttger J, Aalbers RHL, Heimeriks KH, & Khanagha S. Thrilled to announce: firms' linguistic disclosure tone in acquisition announcements and market response. Under review at ***Journal of Management***.
 - Also published in Academy of Management Best Paper Proceedings

WORK IN PROGRESS

1. Heimeriks KH, Karim S. In preparation for submission to ***Harvard Business Review***.

2. Heimeriks KH, & Graebner M. Deliberate learning and sources of knowledge in complex strategic tasks. In preparation for submission to ***Academy of Management Discoveries***.
• Also published in Academy of Management Best Paper Proceedings
3. Coveney D, Heimeriks KH, & Paroutis S. Ownership competence: The importance of matching in shaping the boundaries of organizations. Target journal: ***Strategic Management Journal***.

BOOKS, CASE STUDIES, TEACHING INNOVATION

1. Capron L, Heimeriks KH, Meyer-Doyle P. 2023. Post-merger integration VR case. **INSEAD** VR case publishing.
2. Heimeriks KH, & Geenen R. 2014. Philips-Indal: The deal from Heaven? **Ivey Publishing** case studies.
3. Heimeriks KH, Gunther M, & Lelieveld M. 2014. Lighting up Philips Asian Entertainment activities. **Ivey Publishing** case studies.
4. Heimeriks KH, & Gates S. 2010. Dow's acquisition program. **Ivey Publishing** case studies.
• Finalist Decision Sciences Institute's Best Teaching Case.
4. Heimeriks KH, & Schreiner M. 2010. Relational quality, alliance capability, and alliance performance: an integrated framework. *Advances in Applied Business Strategy*, **Elsevier**. Oxford, Sanchez R, Heene A (eds), Vol. 12.
5. Heimeriks KH. 2008. Developing alliance capabilities. **Palgrave MacMillan**: New York (ISBN-13: 978-0-230-20169-9).
6. Duysters GM, & Heimeriks KH. 2005. Developing alliance capabilities in a new era. In *Advances in Applied Business Strategy*, Vol. 8, *Competence Perspectives on Managing Interfirm Interactions*, Sanchez R, Heene A (eds) **Elsevier**. Oxford: 151-167.
7. Heimeriks KH, & Duysters GM. 2005. A study into the alliance capability development process. In *Research in Competence Management*, Vol. 3, *A Focused Issue on Understanding Growth: Entrepreneurship, Innovation and Diversification* Sanchez R, Heene A (eds). 2005. **Elsevier**. Amsterdam: 261-281.

HONORS AND AWARDS

-
- WBS Teaching Excellence Award for 3 modules taught, 2022-23.
 - Recipient WBS Secondary Data Grant, Warwick Business School (£70K), 2023.
 - Recipient WBS Innovation Fund Grant, Warwick Business School (£40K), 2023.
 - SRF Scholar Award for Deirdre Coveney, Recipient of the Strategic Management Society 2022 Will Mitchell Dissertation Research Grant (WMDRG) for PhD students (\$10K).
 - Recipient WBS Primary Data Fund, Warwick Business School (£5K), 2022.
 - Recipient British Academy Small Grant, Leverhulme (£10K), 2021.
 - WBS Teaching Excellence Award for 4 modules taught, 2020-21.
 - WBS Teaching Excellence Award for 4 modules taught, 2019-20.
 - WBS Teaching Excellence Award for 3 modules taught, 2018-19.
 - Contributor to 1/5 streams in €1.5m Marie-Curie Grant @Nijmegen Business School, 2019.
 - Finalist of the NWO VIDI Research Incentives Scheme (€800K), 2013.
 - Finalist for the 2010 Decision Sciences Institute's Best Teaching Case, San Diego, 2010.
 - BPS Distinguished Paper Award, Nominee Glueck Award, Academy of Management, BPS division, 2009.
 - Best Reviewer Award, Academy of Management 2007, BPS Division, Philadelphia, 2007.
 - Teacher of the Year, Copenhagen Business School, Award for Excellence in Teaching 2006-2007, 2007

- Best European CEMS Course of the Year, CEMS core course MIM program, Copenhagen Business School, Best out of 100+ courses in Europe, 2006.
- Sumantra Ghoshal Research and Practice Award, Academy of Management 2005, Business Policy and Strategy Division, Honolulu, Hawaii, 2005.

TEACHING RECORD (EXCERPT)

WARWICK BUSINESS SCHOOL

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|--|---------|
| <i>Strategy & Practice (EMBA elective)</i> | 2017-23 |
| •Latest teaching rating (out of 5.0): 4.7 | |
| <i>Mergers and Acquisition F2F London module</i> | |
| •Latest teaching rating (out of 5.0): 4.8 | |
| <i>Creating Strategic Advantage (Dipl in Org Change)</i> | |
| •Latest teaching rating (out of 5.0): 4.8 | |
| <i>DBA Innovation and Technology Management</i> | |
| •Latest teaching rating (out of 5.0): 4.6 | |
| <i>Mergers and Acquisition online module</i> | |
| •Latest teaching rating (out of 5.0): 5.0 | |
| <i>Mergers and Acquisition F2F Warwick module</i> | |
| •Latest teaching rating (out of 5.0): 4.6 | |
| <i>Strategic Advantage (with Boston University)</i> | |
| •Latest teaching rating (out of 5.0): 4.8 | |
| <i>Allianz In-company program</i> | |
| •Latest teaching rating (out of 5.0): 4.7 | |

RECENT SEMINARS, WORKSHOPS, CONFERENCES

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| <ul style="list-style-type: none"> • Strategic Management Society, Annual Meeting, Toronto, Canada • Academy of Management Annual Meeting, Boston, United States • Research seminar @University of Zurich, Switzerland • CSOL, Carnegie School of Organizational Learning Conference, Kartause, Switzerland • Joint AMR/Annals idea development workshop, Bath, United Kingdom | 2023 |
| <ul style="list-style-type: none"> • Strategic Management Society, Annual Meeting, London, United Kingdom • Strategic Management Society, Conference Extension Organizer, London, United Kingdom • Strategic Management Society, Special Conference Bocconi, Italy (Track Chair) • CSOL, Carnegie School of Organizational Learning Conference, Pacific Grove, U.S. • Academy of Management Annual Meeting, Philadelphia, United States • Research seminars @SKEMA, Paris and Aalto University, Helsinki | 2022 |
| <ul style="list-style-type: none"> • Strategic Management Society, Annual Meeting, Toronto, Canada • Academy of Management Annual Meeting, Philadelphia, United States | 2021 |
| <ul style="list-style-type: none"> • Strategic Management Society, Annual Meeting, London, United Kingdom • Strategic Management Society, Berkeley Conference • Academy of Management Annual Meeting, Vancouver, United States | 2020 |
| <ul style="list-style-type: none"> • Academy of Management Annual Meeting, Boston, United States • Strategic Management Society, Frankfurt Conference | 2019 |

- Carnegie School of Organizational Learning Conference, Asilomar, CA

PROFESSIONAL SERVICE

EXECUTIVE COMMITTEE MEMBER

STR, Strategic Management Division, Academy of Management 2023-

PROGRAM CHAIR

Strategy Process, Interest Group, Strategic Management Society 2021-

ASSOCIATE EDITOR

Long Range Planning 2016-2022

SPECIAL ISSUE EDITOR

Journal of Management Studies, Special Issue with Felin, Foss, and Madsen 2012

EDITORIAL BOARD MEMBER

Strategic Organization	2016-2023
Strategic Management Journal	2013-present
Organization Science	2008-present
Journal of Management	2008-present

AD-HOC REVIEWER

Academy of Management Journal	2008-present
Academy of Management Review	2016-present
Administrative Science Quarterly	2021-present
Global Strategy Journal	2016-present
Industrial and Corporate Change	2009-present
Journal of Management	2021-present
Journal of Management Studies	2005-present
Journal of Economic Geography	2010-present
Journal of International Business Studies	2005-present
Long Range Planning	2005-2017
Management Science	2016-present
Organization Studies	2006-present
Research Policy	2007-present
Strategic Organization	2007-2015

MEMBERSHIPS

Strategic Management Society	2000-present
Academy of Management (BPS, OMT)	2001-present
INFORMS Organization Science	2005-present

PhD SUPERVISION AND COMMITTEES

- PhD Supervision, Chun-Fang Yang, 2022-.
- DBA Supervision, Christian Nyakanyanga, 2022-.
- PhD Supervision, Ziyun He, WBS, 2022-.
- DBA Supervision, David Wright, WBS, 2021-.
- PhD Supervision, Sebastian Priestersberger, WU Vienna, 2021- (co-supervising with Werner Hoffmann).
- PhD Supervision, Deirdre Coveney (*), WBS, 2020-.
- (*) Recipient of the Strategic Management Society 2022 Will Mitchell Dissertation Research Grant (WMDRG)
- PhD Supervision, Jonas Röttger (co-supervising with dr. Rick Aalbers, Marie-Curie grant), Nijmegen University, 2019-.
- DBA Supervision, Chuck Egbuonu, WBS, 2019-.
- DBA Supervision, Ian Watson, WBS, 2018-2020.

- DBA Supervision, Greg Schlimm (*), WBS, 2017-2022.
- (*) Recipient of the Warwick Business School, PhD of the Year Award 2022
- Internal committee member—PhD Dissertation Zhengyu Li (supervisor: Geert Duysters, Tilburg, 2015), Tilburg University, 2015-16.
- Internal committee member—PhD Dissertation Trang Thu Doan (supervisor: Arjen van Witteloostuijn), Tilburg University, the Netherlands, 2014.
- External committee member—PhD Dissertation Pasi Kuusela (supervisor: Thomas Keil), Aalto University, Finland, 2013.
- External Committee—PhD Dissertation Sofie Verbieren (supervisor: Martine Cools), Leuven University, Belgium, 2013.
- External Committee—PhD Dissertation Thomas Mortensen (supervisor: Thorbjorn Knudsen), University of Southern Denmark, Denmark, 2010.

CONFERENCE ORGANIZER

- SMS Conference Extension Annual Conference, “Behavioral Biases and Corporate Transformation Strategies”, Conference Organizer, September 16, 2022
- SMS Special Conference, “Governing Knowledge and Imagination in the Digital Era”, Milan, Program Track Chair, June 15-18 2022
- SMS PhD workshop, Designing strategic decision-making studies: from idea generation to execution, with D. Souder and J. Saxton, Oct 2021
- SMS Annual Conference, Strategy Process IG weekend program, Virtual conference Toronto
- Mergers and Acquisition Conference, London @The Shard, “Mergers and Acquisition: State of the Art in Research and Practice”, Conference Organizer, April 24-25, 2019
- Corporate Development Activities—Two workshops for academics & practitioners (with Laamanen T, Zollo M, Lavie D), Tilburg, 2014
- Journal of Management Studies, Special Issue Conference (with Felin T, Foss N, & Madsen T), Helsinki, 2010
- Micro-level Origins of Organizational Routines and Capabilities, (with Winter S, & Foss N), Rotterdam, 2009
- Organization Science Winter Conference (with Argote L), Co-Program Chair, Steamboat, 2008
- Barriers to Knowledge Transfer (with Argote L, & Szulanski G), Copenhagen, 2007
- Annual Conference on Strategic Management (with Foss N), Copenhagen, 2006

SEMINAR SERIES ORGANIZER

- Rotterdam School of Management, Strategy Speaker Series
- Copenhagen Business School, Center Speaker Series

RECENT PROJECTS AND FUNDING

- WBS Innovation Fund, “Ownership Competence and Purposeful Growth: A Multi-Level Study”, £40,848, 2023-24.
- PhD student grant with Deirdre Coveney, Recipient of the SRF Strategic Management Society 2022 Will Mitchell Dissertation Research Grant (WMDRG)
- British Academy, Small research grant, 10K for Private Equity project, qualitative data collection, 2020.
- Midaxo project on Private Equity and Growth, research and data support, 2020-2022.
- Horizon 2020 Project initiative on ERC “Consolidator Grant” and ERC “Synergy Group of Scientists”, 2017.
- Open Innovation and Alliance Formation Project, World-leading Japanese High-Tech firm, 2015(3).
- Boardroom Strategic Process Consulting project, Leading branch of global bank, 2013(03).
- Finalist of the NWO VIDI Research Incentives Scheme (€800K), 2013.

- Project for Sales synergy tracking process tool, Corporate M&A office Worldwide Technology Leader, 2011-current

REFERENCES

Available upon request.
